

NSPS 101 Self-Assessment

Questions and answers

1. There are four NSPS Career Groups.

The statement is **true**. The four Career Groups are:

1. Standard Career Group
2. Engineering and Scientific Career Group
3. Medical Career Group
4. Investigative and Protective Services Career Group

2. Everyone who converts into NSPS will receive a WGI buy-in.

This statement is **false**. Employees who have an acceptable performance rating and are at a step 9 or below when it is time to convert will receive a WGI buy-in.

3. Every Career Group has at least three Pay Schedules.

This statement is **true**. The career groups have either three or four pay schedules:

The Standard Career Group has four Pay Schedules: (1) Professional/Analytical; (2) Technician/Support; (3) Supervisor/Managers; and (4) Student

The Scientific and Engineering Career Group has three Pay Schedules: (1) Professional; (2) Technician/Support; and (3) Supervisor/Manager

The Medical Career Group has four Pay Schedules: (1) Physician/Dentist; (2) Professional; (3) Technician/Support; and (4) Supervisor/Manager

The Investigative and Protective Services Career Group has four Pay Schedules: (1) Investigative; (2) Fire Protection; (3) Police/Security Guard; and (4) Supervisor/Manager

4. When my position is converted into NSPS, I will be placed into more than one pay band.

This statement is **false**. Each position is placed into one pay band based on the GS grade of position. A pay band combines a range of working into a discrete level. For each pay band there is a pay range with a minimum and maximum pay rate.

5. Under NSPS, my total pay is comprised of my base salary and local market supplement (LMS).

This statement is **true**. Under NSPS, your total pay is comprised of your base salary and local market supplement (LMS). Initially, the LMS is the same as locality pay or special supplement rates under the GS system. Over time, DoD will determine LMS adjustments based on a variety of market conditions.

6. Under NSPS, my performance is evaluated based on what I do and how I do it.

This statement is **true**. Under NSPS, mission-focused and results-oriented job objectives form the basis of your performance plan. In addition, contributing factors such as teamwork and communications, are identified and considered when developing your performance plan.

7. If I receive a rating of record of 2 (Fair), I am eligible for a performance-based pay increase.

This statement is **false**. You must receive a rating of record of 3 or higher to receive a performance-based increase.

8. If I receive a rating of record of 2 (Fair), I am eligible for a base salary increase and local market supplement adjustment if given.

This statement is **true**. If you receive a rating of record of 2 (Fair), you are eligible for a base salary increase and local market supplement adjustment if given.

9. A performance payout is only made in the form of a one-time bonus.

This statement is **false**. A performance payout is comprised of a base salary increase, a one-time bonus, or a combination of both.

10. If I am a career conditional employee, when my position converts into NSPS, I will remain a career conditional employee.

This statement is **false**. There are no career conditional employees under NSPS. As a career conditional employee, when your position is converted into NSPS, you will become a career employee.

11. When I receive a promotion, I stay in my same pay band.

This statement is **false**. When you receive a promotion, you move to a higher pay band and/or pay schedule that includes higher-level work.

12. If I am promoted, I will receive at least a 6 percent increase to my base salary.

This statement is **true**. If you are promoted, you will receive at least a 6 percent increase to your base salary. An authorized management official may offer you up to 20 percent.

13. Under NSPS, I have the opportunity to take on different types of work without having to always apply for new positions.

This statement is **true**. NSPS offers more flexibility in moving to other positions because of the grouping of occupations in career groups, pay schedules, and pay bands. You are no longer bound by narrow work definitions tied to discrete grade levels.

14. When your position is converted into NSPS, you are required to serve another initial probationary period.

This statement is **false**. If you have completed your initial or supervisory probationary period, you are not required to serve another probationary period when you convert to NSPS. Upon conversion, if you are currently serving an initial or supervisory probationary period, you continue your probationary period after you convert into NSPS. You do not have to start over.

15. Under NSPS, your retention standing is solely based on tenure.

This statement is **false**. Under NSPS, retention standing is based on the following factors, listed in priority order:

1. Tenure
2. Veteran's Preference
3. Performance Credit
4. Length of Service

16. If you are reduced in a pay band through RIF, you may be eligible for pay retention.

This statement is **true**. If you are reduced in pay band through a RIF, and your base salary exceeds the maximum rate of the lower pay band, you are eligible for pay retention for up to two years.